



## Board & CEO Services

RHR has developed thousands of potential and current CEOs, aided boards in the CEO selection process, and helped create high performing boards for 75 years.

# Sophisticated high-impact services

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Working with Boards and CEOs, RHR delivers results  
across four key areas:

## CEO succession and CEO transition

- Alignment of the CEO with the needs of the company, its culture, the senior management team and the Board.
- Increased ability by board to make effective succession decisions through an objective, relevant, and well-managed assessment process.
- Maximized viability and retention of internal candidates.
- Data-driven, customized CEO succession plan.

## CEO Advisory Services

- Help new CEOs quickly adapt to the demands of their new role.
- Serve as trusted sounding board for established CEOs as they navigate the challenges of leadership at this level.
- Pipeline development for the C-Suite and key senior team roles.
- Enhanced CEO impact based on objective data, organizational psychology, and 75+ years of coaching experience.
- CEO performance evaluations, tailored to the strategic needs of your organization.

## Board Evaluation and Development

- Optimized performance through board evaluation, individual director feedback, and implementation of a board development plan.
- Increased transparency between board and management and among individual directors.
- A highly respectful but challenging partner who can mediate conversations around sensitive topics.

## Founder Development

- A clear path to grow from founder to CEO. Key areas of opportunity and growth identified through self-audit and stakeholder interviews, benchmarked against other founders.
- Agile, sprint-based coaching to hone leadership skills.

# Our Model & Approach

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We have supported some of the most successful leaders in business to transform themselves and their companies. We know what works and what pitfalls can derail CEOs and their boards.

We bring this depth of knowledge and experience with us to implement a Winning Formula for CEO and Board development.



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“My work with RHR has been outstanding. It led me to recommend RHR to our Board for additional services. That work was quite difficult, including evaluation of a particularly difficult director and relaying tough feedback to them. The work done by the RHR team was outstanding and lead to palpably different behavior.”

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# Why RHR?

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We have worked with boards and senior executives for 75 years. We believe that leadership and board service is a noble endeavor. Done well, it is a force for good in the world and positively impacts the lives and fortunes of millions of people. We exist to unlock the potential in all leaders.

We bring a nuanced understanding of boards, the C-suite, and what it takes to build and lead a thriving

company. As the preeminent global leadership consulting firm with a behavioral-science point of view, we sit side by side with directors and executive leaders, helping them acquire the knowledge, wisdom, and skills necessary to achieve their mission and business results.

Reach out to us today and discover what we can do for you. →





We shape leaders,  
leaders shape **the world.**

